

1 AN ACT relating to employer practices.

2 *Be it enacted by the General Assembly of the Commonwealth of Kentucky:*

3 ➔SECTION 1. A NEW SECTION OF KRS CHAPTER 344 IS CREATED TO
4 READ AS FOLLOWS:

5 *(1) For the purposes of this section:*

6 *(a) "Employee" means any individual employed by or permitted to work for an*
7 *employer;*

8 *(b) "Employer" means the same as KRS 344.030(2);*

9 *(c) "Health condition" means a physical or mental illness, injury, or*
10 *impairment;*

11 *(d) "Protected health information" means any tangible documentation related*
12 *to an individual's past or present health condition; or*

13 *(e) "Vaccination passport" means a physical or digital document providing*
14 *proof of vaccination against one (1) or more infectious diseases.*

15 *(2) An employer shall not condition an employee's employment or a consumer's*
16 *access to the employer's business premises on that employee or consumer:*

17 *(a) Obtaining a vaccination passport; or*

18 *(b) Providing his or her protected health information to the employer.*

19 *(3) An employer shall not discriminate against:*

20 *(a) An employee or a consumer due to his or her health condition; or*

21 *(b) An employee or group of employees in the application of that employer's*
22 *workplace policies which includes but is not limited to the following:*

23 *1. Drug testing policy; and*

24 *2. Health insurance policy.*